

## **Job Description for Personnel **without** a Nursing Caregiver License:**

**Organization Name:** Midori-kai Social Medical Corporation

### **Work Location (Tentative):**

2-1845-1 Nagao Kitamachi, Hirakata-shi, Osaka Prefecture (Subject to change)

**Facility (Tentative):** Elderly Care Health Facility “Nagomi no Sato”

**Number of Positions:** 1–2 people

**Required Japanese Level:** JLPT N3 or above

**Position:** Care Staff

### **Job Description**

- Physical care for users (meal assistance, bathing, toileting, etc.)
- Daily living support
- Recreational activities
- Support for life skills training
- Accompaniment and assistance
- Bed sheet changes and cleaning tasks

### **Working Hours**

- Shift 1: 08:45–17:30
  - Shift 2: 07:30–16:15
  - Shift 3: 11:30–20:15
  - Shift 4: 16:30–09:30 (night shift)
- Shifts 1–3 involve 8 working hours with a 45-minute break.
  - Shift schedules vary by facility.
  - *Night shift starts when the staff member is trusted to manage tasks independently.*

## Holidays & Leave

- 2 days off per week, based on a shift system
- Monthly variable working hours
- Annual holidays in FY2025: 123 days
- Paid leave: After 6 months, as per legal regulations

## Salary (For Applicants Without Qualification)

Component	Amount (¥)
Base Salary	¥121,400
Job Role Pay	¥39,000
Adjustment Pay	¥8,300
Living Allowance	¥5,000 (for household heads)
Care Role Incentive	¥27,000 ( <i>Varies yearly</i> )
Night Shift Pay	¥8,000 per shift
Holiday Pay	¥1,000 per day
Commute & Overtime	Included

- **Monthly Salary (Standard):** ¥200,700
- **Estimated Monthly Salary (with 4 night shifts):** ¥232,700  
(*Night shifts typically range from 4–5 per month*)

## Benefits

- **Salary Raise:** Once a year (*based on performance; available after 1 year*)
- **Bonus:** Twice a year (*average 3.6 months worth annually; available after 1 year*)
- **Retirement Plan:** Available after 3 years
- **Employee Dormitory:** ¥20,000/month (*Includes rent, utilities, and Wi-Fi*)
- **Uniform:** Provided
- **Social Insurance:** Health, Welfare Pension, Employment, Worker's Compensation Insurance
- **Other Fees:** Employee association fee – ¥500/month